



Project exceeds expectations with Women in Construction Pledges 104% complete



The Rozelle Interchange Project made 51 pledges to create a more diverse and equal workforce, in our male dominated industry embodying the Project's values of care and deliver while embracing the International Women's Day (IWD) 2021 theme: #ChooseToChallenge.

The 51 measurable commitments for change were made acknowledging that a lot more must be done to counter leadership inequity, encourage more women to enter the industry and make it a more diverse and inclusive profession.

We recognise that women are under-represented in the industry, both generally and in senior management. The workforce on the Rozelle Interchange Project are 27% female with 12% making up part of the Management Group, however there are no female members on the Project's Senior Leadership (SLT) Team.

The pledges, took many different approaches, including allocating budget for Women in Construction (WiC) events, quarterly reviews of progress, female participation in SLT meetings, mentoring and upskilling of staff and promoting female employment on the Project and construction industry.

As a direct result of these pledges, the Project has contributed towards creating real change by:

- addressing the under-representation of women in leadership positions such as a leadership coaching program with 35% of nominees targeting high-potential female employees,
- rolling out a campaign to advertise more part time and flexible roles,
- promoting women, making up 28% of promotions awarded across the Project,
- meeting with local high schools to present career options for women in construction and offer practical advice on how they can join the industry, and
- engaging with our subcontractors, who total 70% of inducted workers by inviting them to participate in WiC initiatives resulting in industry-wide collaboration.

We know that from challenge comes change, by choosing to challenge we can all make a difference within our work environment and the industry at large to help build a more gender equal world. We will continue to work towards creating industry wide change as we take on new challenges alongside the IWD 2022 theme of #BreakTheBias.

